

1 2017 RES-348
2 REQUIRING UNIVERSAL SEXUAL HARASSMENT TRAINING
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4 Sexual harassment in the workplace is illegal. Sexual harassment infringes upon equal respect
5 in working relationships and causes serious harm to the productivity, efficiency, and stability of
6 county government operations. Given recent national news of harassment and abuse by those
7 in entertainment, the media, and in Congress, it is imperative that the county take every step
8 necessary to both inform and protect its employees.
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10 The Dane County Code of Ordinances specify that it is the duty of every supervisor of
11 employees at all levels of county service to ensure that all employees under their supervision
12 work in an environment free of sexual harassment. Sexual harassment is defined in ordinance
13 as, "sexual advances, physical contact or verbal or physical conduct of a sexual nature which
14 has the purpose or effect of substantially interfering with an employee's work performance or of
15 creating an intimidating, coercive, hostile, or offensive environment."
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17 The Tamara D. Grigsby Office for Equity and Inclusion (OEI) provides training on sexual
18 harassment as part of new employee orientation for all new regular employees. The sexual
19 harassment training covers the County Ordinance definitions, the county's complaint
20 procedures, and what to do when experiencing or observing sexual harassment. The training is
21 a component of the 1.5 hour long equal employment opportunity session.
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23 While full time equivalent and project position employees receive this training upon hire, the
24 county does not routinely provide training for some of our potentially most vulnerable personnel:
25 limited term employees, interns, youth governance program participants, and the youth who
26 have internships with the county through the Operation Fresh Start, Boys and Girls Club and the
27 Simpson Street Free Press. Further, there is no formal training in sexual harassment for
28 elected officials, including members of the Dane County Board of Supervisors.
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30 Ongoing training in sexual harassment, beyond initial new employee orientation, is not generally
31 provided, although the OEI does in-depth training upon department request. Periodic review of
32 this topic over those course of an employee's career is not currently regularly available.
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34 NOW, THEREFORE, BE IT RESOLVED that all Dane County limited term employees and
35 interns receive the same sexual harassment training as provided to fulltime county employees,
36 either by attending the new employee orientation for this component of the training or through
37 sessions arranged by the employing department.
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39 BE IT FURTHER RESOLVED that the Tamara D. Grigsby Office of Equity and Inclusion (OEI)
40 develop and deliver sexual harassment training specifically for all youth who participate in
41 county programs. The Office shall work closely with UW-Extension, Operation Fresh Start, the
42 Boys and Girls Club, and the Simpson Street Free Press to make certain that all participants
43 receive training at the beginning of their work with the county.
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45 BE IT FURTHER RESOLVED that the Office of the County Board schedule training in sexual
46 harassment for members of the Dane County Board of Supervisors, and open the training to
47 elected department heads. The training should be provided initially to all members of the
48 County Board and subsequently included as part of new supervisor orientation.
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50 BE IT FINALLY RESOLVED that OEI work with the Division of Employee Relations and the
51 Dane County Risk Manager to identify resources - in the form of written materials, computer-

52 based applications, or in-person sessions - for on-going training in sexual harassment for all
53 employees.